



TMP stakeholders

Page 1: Online questionnaire for stakeholders on Temporary Migration Policies & Programmes

The overall objective of the TEMPER project consists in providing a comprehensive assessment of the pros and cons of recent initiatives to promote temporary and circular migration, as an alternative to permanent migration. For more information on the project please go to our website: <http://www.temperproject.eu>

The goal of this questionnaire is to obtain a global assessment of the pros and cons of **Temporary Migration Policies and Programmes (TMPs)** from 200 involved parties and stakeholders globally, including trade unions, employers, charities and NGOs, and government officials. TMPs could include specific programmes that facilitate the temporary movement of migrant workers aimed at specific sectors or skill levels. TMPs can also include specific visas that allow for a temporary stay. We define **temporary migration** as 'migration for a specific motivation and/or purpose with the intention that, afterwards, there will be a return to country of origin or onward movement' (European Migration Network 2011).

TMPs vary globally in terms of size, time duration, institutional frameworks and sectors. The most common TMPs globally are seasonal agricultural schemes. Some examples of TMPs include:

- Spain: Visa for Short Stay; Temporary Work Visa
- France: Youth Mobility; Seasonal Workers Permit; Temporary Work Permit; Language Assistant Programme; Agreement on Au Pair Placement; Working Holiday visa
- Italy: Seasonal permit; Multiannual permit;
- UK: Seasonal Agricultural Workers Scheme (closed 2013); Sector-based scheme (closed 2013); Youth Mobility Scheme; Domestic Worker Visa; Au Pair Visa

We know there may be many more TMPs for particular sectors, occupations, regions and level of skills. Please think of the ones that you know the best and answer the following questions with these ones in mind.

The questionnaire asks for information about TMPs in your country, as well as your professional opinion about TMPs. We will treat the results of the questionnaire anonymously. The questionnaire's results will be summarized in the "Report on Stakeholders Views". The questionnaire takes between **10 and 15 minutes** to complete and is mostly composed of closed questions.

If you have any questions about the questionnaire please email: E.Consterdine@sussex.ac.uk

Page 2: Response details

1. Which stakeholder group best describes the organisation where you work?

+ More info

1.a. If you selected Other, please specify:

2. Please state your occupational role

3. Please select the country where you work

+ More info

3.a. If you selected Other, please specify:

4. Date completed questionnaire

Dates need to be in the format 'DD/MM/YYYY', for example 27/03/1980.



(dd/mm/yyyy)

5. Does your institution, or have you personally, participate(d) in any phase of TMPs (please tick all that apply)?

+ More info

- Policy design
- Policy decisions (for example deciding the nationalities of workers or exact number in case of quotas)
- Policy implementation
- Policy evaluation
- Enforcement e.g. border agents and police
- Recruitment of migrant workers
- Supporting temporary migrant workers – such as pre-training and communicating workers rights
- Supervision of labour rights or conditions of accommodation
- Community support
- Other

5.a. If you selected Other, please specify:

Page 3: Objectives of TMPs

6. In your opinion, what are the main advantages of TMPs (please select up to 3)?

[+ More info](#)

Please select between 1 and 3 answers.

- Fostering good relations between countries
- Maintaining relationships between diasporas and home country
- Filling labour market shortages without permanent settlement
- Skills transfers between countries
- Filling skill shortages
- Entrepreneurship and economic development in country of origin/sending country
- 'Upskilling' population in country of origin/sending country
- Remittances sent to sending country
- Boosting population - such as in cases of low native birth rates
- To manage legal labour migration in an orderly way to fight against both irregular migration and irregular labour
- Other

6.a. If you selected Other, please specify:

7. In your opinion, what are the main disadvantages of TMPs in your country (please select up to 3)?

[+ More info](#)

Please select between 1 and 3 answers.

- Filling labour shortages on a short-term basis when the demand is permanent
- Poor accommodation and living conditions for seasonal agricultural workers
- Lack of integration measures for temporary migrant workers
- Unfair conditions for migrant workers such as not being allowed to bring family dependants
- Brain drain in country of origin
- Competition with native/resident workers: job displacement and wage depression
- A potential increase in irregular/illegal migration
- Potential for violation of migrant workers rights
- Potential for corruption amongst labour suppliers
- Other

7.a. If you selected Other, please specify:

8. In your opinion, should your country establish (more) TMPs? *

Required

- Yes
- No
- Don't know

8.a. Could you explain why?

9. How important do you think TMPs should be in your country's overall migration management/strategy?

Please don't select more than 1 answer(s) per row.

Please select exactly 1 answer(s).

Please don't select more than 1 answer(s) in any single column.

| | Very important | Important | Neither important or unimportant | Unimportant | Not needed | Don't know |
|------------|--------------------------|--------------------------|----------------------------------|--------------------------|--------------------------|--------------------------|
| Importance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

10. Can you identify any implementation problems or barriers to initiating successful temporary migration programmes in your country?

For example, visas being refused unnecessarily; time lags between the issuance of a permit and the need for labour; stated objectives of policy not being met; lack of transparency in the recruitment process; bad labour and accommodation practices/lack of supervision in implementation process; high dependency on the employers; poor collaboration of the authorities of countries of origin; no supervision of compulsory return process after permits have expires; too expensive to recruit from abroad.

Page 4: Return

11. In your opinion, should the return of migrant workers back to their country of origin be enforced by the state?

- Yes
- No
- Don't know

12. In your opinion, which of the following mechanisms are best suited to ensure the return of migrant workers back to their country of origin? *(Please select up to two).*

Please select between 1 and 2 answers.

- Reciprocal agreement between destination and sending states
- Tax refunds: contributory tax refunded to migrant workers on return to country of origin
- Penalties such as a ban on recruitment if migrant workers fail to return
- Privileged access for participation/repeaters (the following season) on condition of return i.e. multiple seasons
- Multiple work permits/visas issued
- Don't know

Page 5: Recruitment practices

13. Which actors are involved in the recruitment and operation of TMPs, and how are they involved? *When detailing involvement of actors, please specify the TMP you are referring to.*

| | Tick all that apply | Programme |
|---|--------------------------|-----------|
| Central government in destination state | <input type="checkbox"/> | |
| Central government in sending state | <input type="checkbox"/> | |
| Local government in destination state | <input type="checkbox"/> | |
| Local government in sending state | <input type="checkbox"/> | |
| Consulates in destination country | <input type="checkbox"/> | |
| Trade union(s) in destination state | <input type="checkbox"/> | |
| Trade union(s) in sending state | <input type="checkbox"/> | |
| Employers or confederations of employers in destination state | <input type="checkbox"/> | |

| | | |
|--|--------------------------|--|
| Labour agencies/recruiters in destination state | <input type="checkbox"/> | |
| Labour agencies in sending state | <input type="checkbox"/> | |
| Recruiters in sending country | <input type="checkbox"/> | |
| Recruiters in destination country | <input type="checkbox"/> | |
| Charities and NGOs in destination state | <input type="checkbox"/> | |
| Charities and NGOs in sending state | <input type="checkbox"/> | |
| Lawyers and law firms | <input type="checkbox"/> | |
| Staffing agencies in sending states (leasing workers from other companies) | <input type="checkbox"/> | |
| Staffing agencies in destination states (leasing workers from other companies) | <input type="checkbox"/> | |

14. Overall, do you think that recruitment practices for TMPs in your country are working efficiently?

- Yes
- No
- Don't know

14.a. Please specify why this is? (please select up to two)

+ More info

Please select between 1 and 2 answers.

- High fees for migrant workers charged by recruitment agencies
- Corruption in recruitment agencies private or public agencies (including lack of transparency I the criteria for selection)
- Preference for those who have participated the previous year
- Pool of candidates not experienced enough in the economic sector to be hired
- Nationality or regional restrictions on recruitment too narrow
- Quota for migrant workers not enough
- Poor resources (or involvement) to supervise recruitment in countries of origin. Deficient supervision.
- Selection recruitment process too heavily determined based on the preferences of growers (such as sex, age, nationality of worker)
- Formal private agencies involved in the recruitment with no official government supervision (privatisation or externalization of recruitment)
- Slow administrative process (too rigid or bureaucratic)
- Other

14.a.i. If you selected Other, please specify:

Page 6: Rights

15. Among the *rights* listed below, which ones do you think should be granted to migrant workers on TMPs?

| | Yes | No |
|---|-----------------------|-----------------------|
| Equal treatment with national workers in respect of wages and labour rights such as maximum working hours and holiday | <input type="radio"/> | <input type="radio"/> |
| Ensuring payroll tax contributions are paid back to migrant | <input type="radio"/> | <input type="radio"/> |
| Ensuring working conditions, such as health and safety procedures, are met | <input type="radio"/> | <input type="radio"/> |
| Access free to public medical health services | <input type="radio"/> | <input type="radio"/> |
| Right to bring family dependants with them | <input type="radio"/> | <input type="radio"/> |
| Right to join a trade union. | <input type="radio"/> | <input type="radio"/> |
| Having a route towards permanent residence | <input type="radio"/> | <input type="radio"/> |

16. What do you think is the ideal time duration for a migrant worker on a TMP?
(Please specify in months)

Please enter a whole number (integer).

Page 7: Seasonal migration

17. In your opinion, are the following policy characteristics effective or not for the management of seasonal migration? **This question does not relate to existing procedures, policies and programmes in your country.*

| | Yes | No |
|---|-----------------------|-----------------------|
| In your opinion, should seasonal workers be granted with the possibility of multiple entry permits? | <input type="radio"/> | <input type="radio"/> |
| Should the employer play a role in the admission procedure? | <input type="radio"/> | <input type="radio"/> |
| Should contracts be renewable? | <input type="radio"/> | <input type="radio"/> |
| Should the possibility for internal mobility be granted? | <input type="radio"/> | <input type="radio"/> |
| Should seasonal programmes have a mechanism that ensures that the money earned by seasonal workers is sent back to the country of origin/sending country? | <input type="radio"/> | <input type="radio"/> |

18. What do you think the criteria for the admission of seasonal migrant workers should be? *(Please select up to 2)*

+ More info

Please select between 1 and 2 answers.

- Nationality
- Age
- Experience
- Qualifications
- Gender
- Family status
- Language skills
- Other

18.a. If you selected Other, please specify:



Page 8: Stakeholder involvement

19. Does your organisation cooperate with other stakeholders on TMPs? Such as visa policy implementation or enforcement, policy co-ordination, administering local initiatives or co-ordinated lobbying?

- Yes
- No

19.a. With whom (optional) and in what ways?

20. In your opinion should non-public stakeholders have greater involvement in the design or implementation of TMPs in your country?

- Yes
- No
- Don't know

20.a. Could you explain why and how could stakeholders be more involved?

Page 9: Follow up

21. Please state the specific TMPs you have had in mind whilst answering the questionnaire.

22. Are you willing to be contacted for further information or a meeting regarding TMPs? * *Required*

Yes

No

22.a. Please provide your email address

Please enter a valid email address.

Page 10: Thank you

Thank you for taking the time to complete this questionnaire.

Key for selection options

1 - Which stakeholder group best describes the organisation where you work?

- Trade union
- Employer
- Employer association
- Recruitment agency
- Police & security
- Charity
- Non-governmental organisation
- Government - Labour/Business/Treasury
- Government - Foreign Office/consulate
- Government - Home Affairs/immigration
- Government - Other
- Law firm
- Journalist
- Independent researcher/consultant
- EU
- Community association
- Local government/council
- Other

3 - Please select the country where you work

- France
- UK
- Spain
- Italy
- Romania
- Ukraine
- Senegal
- Argentina
- Other

